

Tidewater Anesthesia Associates

DIVERSITY, EQUITY AND INCLUSION

At Tidewater Anesthesia Associates, we are dedicated to fostering a workplace environment that embraces and promotes diversity, equity, and inclusion (DEI). We believe that creating a diverse and inclusive organization enhances our ability to deliver high-quality healthcare services, encourages innovation, and cultivates a positive work culture where all employees can thrive.

DIVERSITY:

We value and celebrate the diversity of our employees, recognizing that each individual brings unique experiences, backgrounds, and perspectives. We are committed to building a workforce that reflects the diverse communities we serve, including individuals from different races, ethnicities, genders, sexual orientations, ages, religions, disabilities, and socioeconomic backgrounds.

EQUITY:

We strive to create an equitable workplace where all employees are treated fairly, provided with equal opportunities, and have access to resources and benefits. We are committed to identifying and addressing any systemic barriers or biases that may hinder the advancement and success of underrepresented groups within our organization.

INCLUSION:

We actively foster an inclusive environment where every individual feels respected, valued, and empowered to contribute their best. We promote a culture of open communication, collaboration, and mutual respect, ensuring that all voices are heard, and ideas are welcomed. We aim to create a sense of belonging for everyone within our organization.

NON-DISCRIMINATION:

We strictly prohibit any form of discrimination, harassment, or bias based on race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, or any other protected characteristic under applicable law. All employees are expected to adhere to these principles and treat each other with dignity and respect.

RECRUITMENT AND RETENTION:

We are committed to fair and inclusive recruitment, hiring, and promotion practices. We will actively seek to attract diverse talent, provide equal opportunities for professional growth and advancement, and ensure that our selection processes are free from biases. Additionally, we will strive to create an inclusive and supportive environment that encourages the retention and long-term success of all employees

EDUCATION AND TRAINING:

Training opportunities through Tidewater Anesthesia Associates or other companies (i.e. University of Maryland Annual Medical Staff education) will be provided to our employees to raise awareness about unconscious biases, promote cultural competency, and develop inclusive leadership skills. By fostering a

deeper understanding of DEI concepts, we aim to create a more inclusive and supportive workplace for all.

ACCOUNTABILITY AND EVALUATION:

We will regularly assess our progress in implementing our DEI initiatives. Our leadership team will be accountable for driving and supporting these efforts, while all employees will play an active role in cultivating an inclusive environment. We will monitor our policies, practices, and outcomes to identify areas for improvement and take appropriate actions to address any gaps.

COMMUNITY ENGAGEMENT:

We recognize our responsibility to contribute positively to the communities we serve. We will actively seek partnerships with external organizations and community groups that align with our DEI values and work collaboratively to address healthcare disparities and promote equity in access to care.

By embracing diversity, promoting equity, and fostering inclusion, we aim to create a workplace environment that reflects our commitment to delivering exceptional healthcare services, cultivating a supportive and respectful culture, and making a meaningful difference in the lives of our patients and employees alike.

This policy serves as a foundation for our DEI efforts, and we will regularly review and update it to ensure its alignment with best practices and the evolving needs of our organization and community.